

6 MAR 1974

Executive Director

74-954

MEMORANDUM FOR: Deputy Director for Intelligence
 Deputy Director for Management and Services
 Deputy Director for Operations
 Deputy Director for Science and Technology
 Chairman, Senior Executive Career Service Panel

SUBJECT : Annual Personnel Plan, FY 1973-74

1. On 22 February I approved with certain exceptions the Annual Personnel Plan for FY 1973-74 as presented to the Management Committee. The projections for position ceilings and on duty strength counts will, of course, be affected by recent plans for reductions in the personnel ceiling allocations. The resulting adjustments in planned ceiling and personnel strength will be reflected in the FY 1975 APP rather than by revision to the current Plan. While the overall goals for Equal Employment Opportunity staffing and promotion for FY 1974 are an acceptable beginning, I ask that you review them again, particularly for Black professional employees, and revise them upward if possible.
2. Specific action is required concerning the following areas wherein I have not approved the goals reflected in the APP. Revised goals should be submitted to the Director of Personnel by 29 March as amendments to the FY 1974 Annual Personnel Plans.
 - a. Executive Career Service - Black professional staffing goals
 - b. Management Career Service - Black professional staffing goals for the Office of Communications and the Office of Medical Services
 - c. Operations Career Service - (1) Personal Rank Assignment goals for Europe Division to be reduced; (2) Black professional staffing goals for [REDACTED] PlansSTATINTL and OPS Staffs, and the SB Division.

/s/ W. E. Colby

W. E. Colby
Director

Distribution:

1 - Each Addressee
 1 - DCI
 1 - DDCI
 1 - ER STATINTL

2 - D/Pers
 2 - Review Staff/QP (1 w/h)

OP/P&C/RS, [REDACTED] b/w (26 Feb 74)

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SECRET

ROUTING AND RECORD SHEET

SUBJECT: (Optional)

Annual Personnel Plan

FROM: Review Staff/OP 626 C of C		EXTENSION 3465	NO.	
		DATE 27 February 1974		
TO: (Officer designation, room number, and building)	DATE		OFFICER'S INITIALS	COMMENTS (Number each comment to show from whom to whom. Draw a line across column after each comment.)
	RECEIVED	FORWARDED		
1. Director of Personnel 626 C of C				The APP memorandum for the DCI's signature has been prepared in two forms. One includes Black professional goal increases for offices in the DDO, though the DCI did not specifically include these in his comments at the Management Committee meeting. However, none of those listed for DDO in the memo have any Blacks, nor do they list any plans for the future. The DCI did point out the OC and OMS in DDM&S as having zero planning, and unless it is felt these two areas would have an easier time in finding Black professionals than would the DDO offices, it doesn't seem cricket to omit the other "lacking" offices.
2.				
3.				
4.				
5. Director of Central Intelligence 7E 12, Headquarters				
6.				
7.				
8.				For the record, the offices presently without any Black professionals and with no plans for taking any on in FY 74 are:
9.				
10.			25X1A	DDS&T: O/DDS&T, SPS and DFS (You have noted these offices should not be included). 25X1A
11.				DDO: O/DDO, Plans Staff, [REDACTED] and SB Division.
12.				DDM&S: OC, OMS and PPB (which now can be included in the Executive for revision purposes).
13.				EXEC : All offices except Audit.
14.				
15.				I did not include for revision the DDO Intra/Inter-Directorate rotational numbers which were greatly confused in the APP. With the DCI's position that Inter-Directorate rotation is not of prime concern, it doesn't seem of much point to ask them to have this computation redone. The Inter-Directorate figures are

probably correct.

I chose the 29 March reporting date to provide a check system -- the 30 days give time for adequate review and decision.

STATINTL
[REDACTED]

Review Staff